

Wall mending

PREPARING FOR VISITORS--Frank Arnold, district park manager, checks with stone mason Orrin Moody on the construction of an arched stone wall at Vista House. The new wall, which sets off a grassy slope on the west bank of the Crown Point promontory, is made to match the other walls around the historic structure.

Bothman outlines plans for changes in ODOT divisions

Newly appointed Director Bob Bothman was quoted in the March VIA as saying he hopes to be a strong advocate for all of ODOT's divisions and that he intends to study the issues and operations affecting them.

One month after the Transportation Commission selected Bothman, VIA asked him how the job is going, and what immediate and long-range plans he has for the department. The following are excerpts from that interview.

In general, I don't have any major reorganization plans or preconceived ideas about making major changes in any of the six divisions. On the other hand, I have some ideas of my own which I'd like to try on the divisions' administrators.

Oregon's highways and transit systems, the MAX light-rail system in Portland, our parks and airports--all of those things make Oregon great, and I hope to do something to enhance that just a notch. I think we have the chance to do that because of the governor's Oregon Comeback plan.

In the Highway Division, I'm looking for the division to deal with the Six-Year Highway Improvement Program in conjunction with the Oregon Comeback regional strategies. Highway will need to work to make the necessary reorientation

for Gov. Neil Goldschmidt's ideas and still maintain the credibility of the Six-Year Highway Improvement Program.

I would like to consider reducing the number of levels of management in the Highway Division. There are about nine levels of responsibility in the division--it's a large organization. In these times, I think we can manage this division better with fewer layers.

See BOTHMAN, Page 5

Litter campaign up by one-third

A major \$1 million litter pickup effort will be conducted this year by the Highway Division as part of the Oregon Comeback.

The campaign, 30 percent greater than a year ago, was unveiled to the Oregon Transportation Commission during its March meeting by Jack Sullivan, maintenance engineer.

Sullivan said that twice as many youth litter patrol crew members were hired for the recent spring vacation from school, and that summer hiring will be increased by about 40 percent. Pickup will continue over the Christmas holidays.

T-shirt, sweatshirt sales boost Scholars drive

In just two weeks, \$5,000 in T-shirts and sweat shirts emblazoned with the ODOT logo sold out--and gave a healthy boost to the Glenn Jackson Scholars fund.

Another order is on the way, and the ODOT apparel will be available statewide later this month, according to Gary Potter, fund drive chair.

Potter said T-shirt and sweat shirt sales have inspired bigger donations, an increase in the average size of donations and more participation than any other Scholars fund-raiser activity to date.

For each \$7 T-shirt sold, \$2.20 is applied to the Scholars fund; with the sale of a \$13 sweatshirt, \$5 goes to the fund.

The first shipment, paid for through ODOT employee cash

advances, sold out the first day.

The Jackson Scholars campaign, with a goal of raising \$250,000 and now in its third year, has passed its halfway point with more than \$140,000 collected.

Although the employee campaign ends April 15, the fund-raising efforts will continue.

An April 11 bowling tournament organized by Motor Vehicles Division employees again will highlight this year's campaign. Also, a garage sale is tentatively planned for this summer on the Capitol Mall in Salem, Potter said.

Applicants for the two \$2,500 scholarships must either be a dependent of an active employee who has worked for the depart-

See SCHOLARS, Page 4



SELLING FAST--T-shirts and sweatshirts emblazoned with the ODOT logo, used in a Glenn Jackson Scholarship Fund benefit, have been selling fast. From left are: Ken Husby, Highway Region 2; Cyndi Lennie, ODOT Personnel; Gary Potter and Ed Marges of the Highway Program Section.

HIGHLIGHTS OF THIS ISSUE...

PAGE 3 Highway Division was ranked third in the state for its contributions to Food Share.

PAGE 4 A winner for the Isabel Albright secretarial award will be selected this month.

PAGE 5 The entry deadline for the annual National Transportation Week photo contest is May 4.

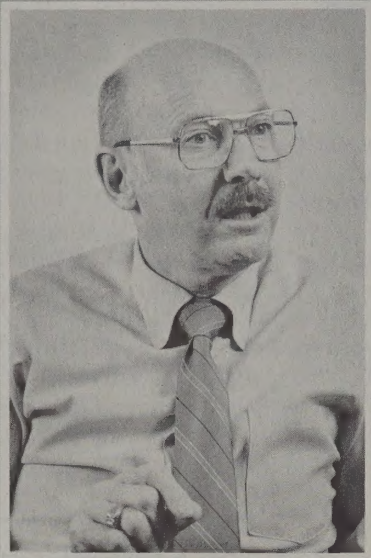
PAGE 8 Candid Comments asks ODOT workers what motivates them most in their jobs.

A message from the director

The department's effort at the Legislature is really going well, with a substantial number of people in the department heavily involved.

Our briefings to individual members of committees have aided the hearings. Our people are working very well with the Legislature.

Key efforts have been with the Joint Ways and Means Budget Subcommittee, chaired by Sen. Clifford Trow of Corvallis, where the various divisions have been presenting their budgets every morning at 8:30 for the past month.



Bob Bothman
ODOT Director

As of this writing, the Highway, Transit and Central Services divisions' budgets have been approved. Work is well underway on the Motor Vehicles and Parks budgets. The divisions have been responding well to questions and I'm very satisfied with the outcome.

Revenue packages are moving through Rep. Jim Whitty's House Transportation Committee. We have efforts underway to increase various DMV fees to cover costs, to stiffen fines for overload trucks and to gain additional revenues for the Highway Division.

Activities have been fast-paced in Sen. Jane Cease's Senate Transportation Committee dealing with the Highway Division's field revolving fund. Seat belt legislation has been approved by the committee,

with very emotional arguments on both sides of that issue. It looks as though we'll have new license plates for Oregon, with one of a number of pieces of legislation likely to succeed.

AT MEETINGS

I am finding it not uncommon at all to be scheduled for eight meetings a day. I suspect this is one way to communicate and to check the pulse of our organization.

I enjoyed two meetings with project managers last month in Newport. They gave me an opportunity to meet many old friends and talk about some of my thoughts for the department.

I've appreciated several briefings from the Parks and DMV staffs, and feel more comfortable with an understanding of the organization and the workings of those divisions. We have a lot of excellent people who make this department a top state agency.

I am finding it not uncommon at all to be scheduled for eight meetings a day.

Briefings went pretty well with the Association of Oregon Industries and the Oregon Farm Bureau on the Roads Finance Study. Both of those groups support recommendations from the study, but not the titling fee.

Both were interested in the performance of our department and were quick to point out and question a number of our operations. I plan to follow up on communications on a regular basis with these groups, not only when we have a finance package being considered at the Legislature.

I've had an opportunity to meet with the 50 directors of the American Association of State Highway and Transportation Officials and with the 16 directors of the Western Association of State Highway and Transportation Officials.

Each of those meetings has carried a strong emphasis--to gain approval of the new Surface Transportation Assistance Act.

AWARDS PROGRAM

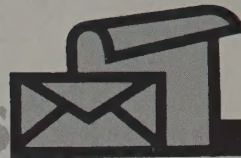
Awards programs provide a good opportunity to communicate our appreciation to employees for jobs well done.

I enjoyed participating in March in the presentation of the Isabel Albright Award for the ODOT's top secretary of the year, and of the Pride Award for outstanding contributors in DMV. It was fun to be part of these recognition programs.

Hope to see you one of these days.

Bob Bothman

Letters



In search of evidence

Dave Willhite,
District 2A
Maintenance Supervisor:

The Beaverton Police Department received word recently that evidence of a major crime may have been buried in a large barkdust pile in your storage area at Hall Boulevard and Highway 217. We made contact with William Crisholm, a landscape supervisor, to search the area the following morning.

Crisholm met with officers and helped move approximately 80 yards of barkdust while in search of evidence.

It would have been impossible for us to conduct a search without Crisholm's assistance. Our officers most appreciated his interest and cooperation.

Captain Paul Danko
Beaverton Police Department

(No evidence was found and the report was unfounded, according to Captain Dick Dehaan, Beaverton Police Department.--Editor)

Hello from Hanover

Dear ODOT:

Hello. How is everyone? I hope the department is doing well, and I wish you the best from New England.

I am constantly kept busy, especially these days because we have finals coming up. I am looking forward to returning home for the summer and visiting Salem. Meanwhile, I'm planning to stay on the East Coast during the spring break and go to Washington, D.C.

Thank you for the VIA that I received. It was nice to read about what is happening back home. Thanks for all your support. Hope to see you soon.

Chris Hyun
Hanover, NH

(Hyun, a 1986 Glenn Jackson Scholar, now attends Dartmouth College, where he is majoring in pre-medicine.--Editor)

The call of duty

VIA Editor:

Recently, a traffic fatality occurred near milepost 59, about two miles east of Clatskanie on Highway 30.

I want to thank three individuals of the Clatskanie Maintenance Crew who responded--Marvin Raynor, Bill Beck and Les Pugh--for their professional proficiency during adverse conditions. It took more than their call of duty. Their ability to work with the rescue unit, state and local police and the medical examiner and their control of traffic was impressive, to say the least.

Richard Caulfield
Clatskanie Maintenance Crew

Hazardous situation

John Gunter
Region 3 Maintenance Supervisor:

We would like to commend the actions of Ben Grant and Dale Norton, members of the Detroit Main-

tenance Crew, for their help on a cold December evening last year.

We were in a car accident, and these men came to our aid. They helped tremendously by setting out flares, calling a tow truck, directing traffic and making sure that a hazardous situation was greatly minimized.

We are grateful that these two men were on duty that night. They did much more than we ever expected.

John, Ann, Genny and
Laura Cowger
Portland

Enhanced their tour

Dave Talbot, Administrator
Parks Division:

On a recent trip through the western states, we stopped by the Coos Bay office to get directions and to enhance our tour.

We were assisted by Celia Sheridan, a management assistant. Her directions were concise and easy to follow, and her information was most helpful. She told us of places we would not have visited.

We drove about 10,000 miles in our trip and stopped at many state parks, but none surpassed those in Oregon.

Harry and Elaine Doehring
Saginaw, Michigan

MESA program

Jim Pettyjohn,
Civil Rights, Salem:

Thanks for writing the article on the MESA (Mathematics, Engineering, Science Achievement) program that appeared in *The Skanner* and *The Observer* newspapers about the late Dr. Martin Luther King.

To put it mildly, the article was well written and will go a long way toward helping parents, students and the general public to better appreciate the MESA program.

Ernest Hertzog
Portland Public Schools



ODOT NEWS

Oregon Transportation Commission

Michael Hollern, Chairman
John W. Whitty, Vice Chairman
Cynthia Ford
David F. Bolender
Sam Naito

Director
Bob Bothman

Assistant Director for
Intergovernmental and Public Affairs
George Bell

Managing Editor
Andy Booz

Published by:

The Oregon Department of Transportation

Office of Public Affairs
140 Transportation Building
Salem, Oregon 97310
Phone: 378-6546





FOOD DRIVE--Mike Gillett, coordinator of Food Share for the Highway Division, hands a case of food to Doug Young, Region 2 Highway, for him to transport the donations to agencies that provide emergency food to the hungry through Oregon Food Share.

Highway ranked 3rd in food drive

ODOT employees helped triple last year's Oregon Food Share donations by collecting 57,062 pounds of food in one month, according to Mike Gillett, coordinator of the Highway Division Food Share.

ODOT employees contributed 17,960 pounds in 1986.

Gillett said he considers the progress "personally satisfying" because it confirms his belief that the Food Share Drive will continue to grow. "Now that the results are in, I expect it to grow more," he said.

Highway Division contributed the third highest amount of any state agency, with a total of 48,925 pounds, he said. Gov. Neil Goldschmidt presented Highway with a certificate of achievement at a late-March ceremony.

The Motor Vehicles Division

contributed 3,857 pounds, while the Parks and Central Services divisions added 2,120 and 1,706 pounds, respectively.

Aeronautics collected 400 pounds of food, and Public Transit contributed 54 pounds.

Outstanding contributors from Highway include: Right of Way Section for collecting 10,222 pounds, the most by any one section; Right of Way Section for collecting an average of over 100 pounds per person, the highest per capita average for any section; Region 3 for collecting 8,525 pounds, the most for any region; and Loyd Henion, Planning Section, for contributing the most of any individual, 210 pounds.

The drive provided emergency food for 429,000 people from July 1, 1985, through June 30, 1986.

NTW run/walk free to ODOT workers, families

Runners and walkers: Be sure to mark 9 a.m. Saturday, May 16, on your calendars. That's when ODOT will hold its 10-kilometer Running Challenge and two-mile Fun Run/Walk at Minto-Brown Park in Salem.

The Challenge, held during National Transportation Week, May 11-17, is free to all ODOT employees and their families. In addition, volunteers are needed to staff the aid station and the four checkpoints along the course.

Each year, state DOTs vie for top honors during National Transportation Week. National awards are given to state DOTs totaling the best times in the 10K Open race (five best times), the 10K Women's race (three best times) and the over-40 Master's 10K race (three best times). A participation award goes to the state with the greatest percentage of employees competing.

The Running Challenge began in 1979, when Georgia DOT challenged other states in a 10K (6.2-mile) run, according to Eb Engelmann of the Environmental Section.

"We've won the 10K Open race four out of eight years running," he said. The division posted the fastest national times for the first three years of competition, from 1979 through 1981. ODOT's women racers also won in 1981.

Runners don't have to race in Salem to enter the competition, according to Engelmann. Instead, they can run a 10K course, preferably a certified one, any time in May,



FINISH LINE--Minto Brown Island Park is the setting for this year's Running Challenge. (File photo)

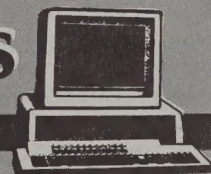
and mail that time to the race committee.

Ribbons and certificates will be awarded to all participants, according to Janet Rees, coordinator of ODOT's Wellness Program and a committee member.

Official long- and short-sleeve T-shirts, crew-neck and hooded sweatshirts feature the ODOT Wellness Program's "Heartbeat" logo on the front and the 10K race marque on the sleeve. Orders may be placed along with the race entry forms, to be distributed early this month.

In addition to the 10K Running Challenge, mall shows are planned in La Grande, Medford and Salem during Oregon's celebration of National Transportation Week, according to Lisa Flansberg, co-chair of the NTW Planning Committee.

News briefs



I-84 to get wind surfing signs

The Highway Division has developed a new symbol sign to mark areas where wind surfing is popular.

Plans call for the signs to be placed below main guide signs at several locations on Interstate 84, according to State Highway Engineer Larry Rulien.

The Columbia River Gorge "has rapidly developed into an internationally recognized" wind surfing area, he said.

The idea for the sign evolved from a recent brainstorming session by representatives of ODOT and the Economic Development

Department Oregon Comeback Committee.



Truck ramp idea honored

The Highway Division won honorable mention for its descending grade truck escape ramp on Interstate 5 south of Ashland in the first Federal Highway Administration (FHWA) Safety Awards contest.

The ramp is unique because ramps on descending grades usually are in an uphill direction.

Dale Wilken of the FHWA presented the award to State Highway Engineer Larry Rulien at the March Transportation Commission meeting.

Ed Hunter, assistant state highway engineer, and Hal Versteeg, retired, who were key proponents of the project, also took part in the presentation.

Motor Vehicles employees honored for work

Fifty-four Motor Vehicles Division employees from throughout the state were honored in March for their exceptional achievement during 1986.

PRIDE Awards (Professional Results In Daily Endeavors) were presented to 47 employees from DMV headquarters and field offices. Seven PEER Awards (Program for Employee Excellence Recognition) were given to DMV administrative staff members.

Volunteers needed for coastal cleanup

Volunteers are needed to help clean Oregon's beaches in the second annual "Company's Coming--Coastal Cleanup" May 16.

Individuals and organizations are needed along the entire length of the coast to staff access points and to pick up litter. For more information, call State Parks headquarters, 378-5012.

Campsite information available by phone

The Oregon State Parks campsite information center offers information about campsite availability.

In Oregon, the center can be reached toll free at 1-800-452-5687. In Portland or outside Oregon, call 238-7488. The center operates weekdays from 8 a.m. to 4:30 p.m. through Labor Day weekend.

Economy credited for more driving in 1986

Drivers logged 5.7 percent more vehicle miles in 1986 than in the previous year, according to a Highway Division study.

The nearly 13.8 billion miles traveled represent "an increasingly healthy economy" in Oregon, according to Bud George, state traffic engineer.

Secretaries vie for Albright award

All the finalists for the Isabel Albright Secretarial Award will be given a one-day seminar in Portland on secretarial skills.

The prize is an addition to the annual competition. The award winner receives a plaque and an expense-paid trip to an out-of-state seminar.

The winner will be announced at a luncheon in Salem April 22.

The award is named for Isabel Albright, retired executive assistant to the state highway engineer, who gave nearly 30 years of service to ODOT.

This year's candidates include:

Highway Division

Rhonda Wolf, Equipment and Services Unit, Maintenance Section administrative assistant. During her six and one-half years with ODOT, she has demonstrated superior skills in English composition, grammar and spelling. She prepared an



Isabel Albright

E-Mail manual for the office, and has designed in-house forms to streamline tasks that require repetitive writing. She has been a member of several committees relating to computer use in the work place, and is a former recording secretary of the Professional Secretaries International.

Kathy Conrad, Region 1 Right of Way office clerical assistant. In her 14 years with the department, she has found several ways to simplify and streamline tasks for herself and others. Currently, she is helping to plan a statewide Right of Way clerical meeting and has assumed responsibility for organizing fund raising efforts for the state food drive.

Delia Young, Traffic Section administrative office manager. Her typing accuracy, mastery of grammar and language style are more than excellent, according to her nomination. She "cheerfully accepts new responsibilities" when asked, and is receptive to new ideas, it stated. As she monitors the work flow and work activities of the office, she frequently suggests new ideas on how to facilitate those activities. She has worked 15 years as an ODOT secretary.

Rosalie Roth, Road Design secretary/word processing specialist. Because there is "no room for error in typing Right of Way descriptions and correspondence," her accurate typing is especially appreciated in

her office, the nomination stated. She has worked for ODOT for 10 years.

Parks Division

Judith Chamberlain, clerical specialist, Honeyman State Park. She prepares various reports for the park staff. On her own initiative, she rewrote the cash register operation and procedure manual for the state. In her 10 years as a secretary with the department, she has won a suggestion award for developing a form for Parks.

Aeronautics, Transit and C.S.

Monica Majeski, Safety and Health Section management assistant. Her knowledge of writing, grammar and spelling has made her a valuable asset to her supervisor. In her 10 years with ODOT, she has demonstrated her initiative, and regularly tackles new projects. As the section's programs are improved, she adapts procedures to those changes.

Jean Sekerak, Personnel Services Branch management assistant. She composes original drafts and types correspondence as needed for the staff. She fills in or backs up the Personnel support staff when needed, and "displays a willing, can-do and will-do attitude," according to her nomination. She has worked for ODOT six years.

Motor Vehicles Division

Joyce Yates, Driver Safety Section clerical specialist. She prepares correspondence that DMV customers can understand, her nomination stated. Because she understands Motor Vehicles laws, she is able to explain them to customers in a professional manner, according to her nomination. She has been with ODOT nine years.

5 and 10 Years Ago

April 1982

- Two former region engineers filled new positions created by a major reorganization of the Highway Division. Ed Hardt was named Metro Region engineer, and Pat Schwartz was appointed assistant state highway engineer for operations.

- The Public Transit Division received word that Oregon was awarded \$302,000 from the Urban Mass Transportation Administration. The money was for private non-profit organizations providing transportation services to elderly and handicapped individuals.

April 1977

- The Transportation Commission planned to meet in Bend for its April meeting, the first such meeting outside Salem in several years. More out-of-town meetings were planned to improve ODOT's relationship with officials and governments at the local level, according to Director Bob Burco.

- Gov. Bob Straub officially opened the Center Street Bridge off-ramp in Salem March 10. Transportation Commission Chairman Glenn Jackson praised the cooperation between the city of Salem and ODOT in the project's planning and construction phases.

- A bid opening for the I-205 bridge, scheduled for May 5, marked the start of a five-phase construction process. This will be the second such bridge in the Portland-Vancouver area to cross the Columbia River.

Scholars

Continued from Page 1

ment at least 36 months, or children of retirees. They must be 24 years old or less, a current or prospective high school graduate, and enrolled or planning to enroll as a full-time undergraduate at a four-year institution.

The Oregon Scholarship Commission will rank the applicants and recommend several--probably less than a half-dozen--for personal interviews by a selection committee in early May.

When the two 1987 scholars are chosen, it will bring the total so far to six. The program is designed to eventually sponsor eight students.

Scholarship application forms are available from the ODOT Personnel Office. Application deadline is April 15.

The Capitol Scene...

By George Bell
Assistant Director
Intergovernmental and
Public Affairs

If it's true that legislative leaders are pointing for an early June wind-up, then we're about halfway through the 1987 session.

Or, to put it another way, we probably have at least three more months to go. None of it downhill.

In any case, it's a good time to check our progress and see whether ODOT's legislative program is moving along as well as it should.

It is.

You can always wish for a little more of this, or a little less of that. But, by and large, we're about where we should be at this point.

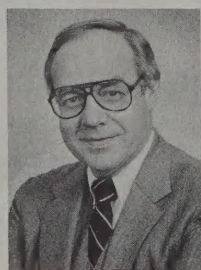
Let me illustrate.

With the exception of Motor Vehicles and Parks, our divisional budgets have all passed out of the Joint Ways and Means Committee and are working their way through House and Senate votes toward the governor's desk.

Aeronautics' budget, in fact, is already there, awaiting Neil Goldschmidt's signature to become law.

Some other good things have been happening, too:

- Senate Bill 104, which modifies uses of the Highway Division's field revolving fund--but does continue it--cleared the Senate floor in mid-March, 27-0. What had given the Highway Division its worst black eye in a decade has



- The Motor Vehicles Division has been given an additional \$1.8 million to reduce the long customer lines that sprang up in field offices all over the state last summer. In legislative eyes, DMV

apparently now been fixed, at least to the satisfaction of Sen. Jane Cease, who personally worked on the bill in committee and then carried it on the floor.

seems to have emerged from the ordeal with increased credibility and with a reputation for having worked hard to overcome a tough and trying set of circumstances.

- The Public Transit Division is successfully making its case that administrative costs for its elderly and handicapped program should be paid from revenue collected from a one-cent cigarette tax increase last session, instead of

repeal the surcharge or to take the sting out of it for our visitors. At stake, though, may be the \$900,000 the visitors pay each biennium.

- It even appears that the Highway Division will be successful with its bill (HB 2060) to increase the penalties on vehicles that violate weight and size regulations. After a disastrous first hearing, things have now settled down,

So, all things considered, there's little to feel discouraged about and, on the other hand, much to take heart from.

being forced to "eat" those expenses. The remedial measure, House Bill 2094, passed the House in March, 58-0.

- Parks employees have been taking abuse for years from out-of-state campers about the extra \$2 charge they had to pay to stay overnight in an Oregon park. Now, the Legislature is considering a handful of bills to either

and it seems likely the penalties for gross violations will stick in the bill.

So, all things considered, there's little to feel discouraged about and, on the other hand, much to take heart from.

Remember, this is only the half-time score.

But so far, your team is in the game. And starting to play well.

ODOT linked with Oregon Comeback plan

BOTHMAN, From Page 1

Specifically, I'd like to phase out the three assistant state highway engineer positions and look seriously at the assistant section heads. In a participatory type of management scheme, you shouldn't need assistants. You simply go to the person who's responsible for that function and give him or her the responsibility to do the job.

Motor Vehicles

We need to substantially reinforce customer service at DMV. Motor Vehicles, in my perception, is highly geared to handling large volumes of transactions and is an efficiently run operation. However, that efficiency isn't necessarily for the customers' benefit, even if it may be the cheapest way of handling those transactions.

We need to take a look at the customers' costs in long waiting lines and long turnaround times for documents. We need to look at improving customer service at the cost of some efficiencies.

I have a vision of how a Motor Vehicles office ought to work. For instance, the centralized phone program now serving four Portland area DMV field offices is of great benefit to the customer. Instead of DMV field employees answering the phone, they can devote their time to serving their customers. That cuts customer waiting times. If we can extend the centralized phone system to more of DMV's busiest offices, our Motor Vehicles representatives will be able to give customers their undivided attention.

I've listened to discussions about extending DMV hours for about a year and a half, and I just don't see why we shouldn't be moving in that direction--with evening service and Saturday service.

DMV is not any different from a retail store. Few retail stores run 8-to-5, five days a week. Express offices and extended field office hours will get us back into synch.

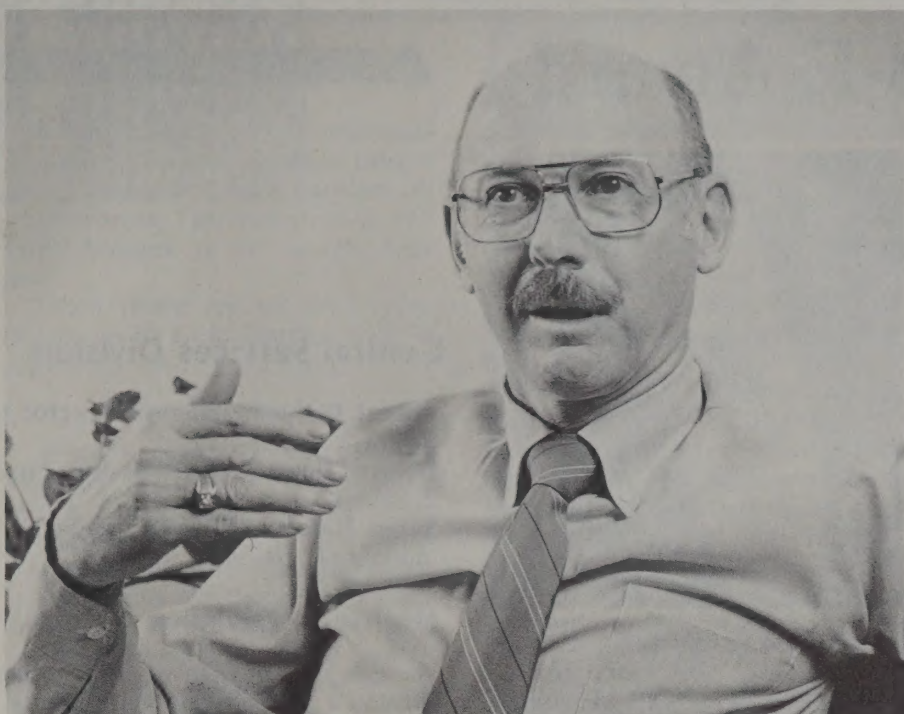
Parks

The Parks Division is really well run. I've admired Dave Talbot for many years. He does such a nice job of dealing with the public, dealing with the constituents of the Parks program and maintaining close contact with those folks.

But as I listened to Dave speak before the Joint Ways and Means Committee, I found there is no long-range plan for Parks. The plan for Parks at this time is to maintain what we've got. My philosophy is you can't do that. You either go forward or go back, but you can't hold even on any kind of a program.

Parks needs to be looking at what kind of a program it wants out there 20 or 30 years from now. Does it need to grow as Oregon grows? Does it want to move into urban parks? We should start to look at population trends and see if we have the parks located to serve Oregonians around those population areas.

The Parks' plan should be tailored to the Oregon Comeback regional strategies. Parks can con-



NEW IDEAS--Newly appointed ODOT Director Bob Bothman said, although he doesn't have any major reorganization plans, he has "some ideas of my own which I'd like to try on the divisions' administrators."

tribute primarily to Oregon's tourism, but Oregonians also want to use those parks. So while it may not necessarily be a contribution to the economy, I'd like to try and make Oregon a bit better place to be for the people who already live here.

"You either go forward or go back, but you can't hold even on any kind of program."

Programs like the scenic rivers and the Willamette Greenway are the kinds of things I want to protect for Oregon. Some rail abandonments, such as the one in the Willamette Valley, the Oregon Electric, may be used as an example of a potential linear park.

Aeronautics

Aeronautics has a planning program, but it hasn't focused on a system of airports that can contribute to Oregon's economy and to Oregonians as a whole. I sense it's a bit too oriented around its constituency--a rather limited number of pilots in this state.

If Aeronautics could broaden its perspective a little bit, there could be good commuter services from all our major airports--from Portland, Salem and Eugene over to the Oregon Coast. There's no reason why we can't provide that link for the people who fly to Oregon on the major airlines to get to the coast. We have more to offer than anybody, Alaska included, and we can make it more available by tapping the potential of general aviation.

In Aeronautics, we have a program manager for each separate program--for maintenance, planning, search and rescue, safety and training. So if you go out to an airport somewhere, you may have to take three people with you, one for each program. That compares with the Transit Division, where people are assigned to regions and represent all Public Transit programs. We need to organize to provide maximum service as efficiently

and effectively as possible.

Public Transit

I am frustrated by the small constituency for transit providers. Transit systems can benefit the automobile driver, the businessman and the state as a whole--particularly in the urban areas.

Transit has certain advantages--in land use planning, for example. It can handle a volume of people more efficiently than having a total reliance on motor vehicles. That results in cleaner air, less congestion and less time spent traveling to work.

Transit is doing a good job in providing social services to Oregon's elderly and handicapped. As that population grows, I can see the Transit Division becoming more proactive. The division should be looking out there 20 years, and considering how the state's transit system will handle a larger population of elderly folks. Frankly, the Transit Division has been looking at a two-year horizon, working from one biennium to the next.

Our Transit Division is going to

have to stand out and be a substantially greater advocate for public transportation in Oregon. With about 80 percent of that ridership in the Portland region, it's pretty obvious the Transit Division must focus more on that area.

Central Services

I support moves toward centralizing the Personnel Branch and the Finance Branch functions in Central Services. To me, they can operate more effectively and efficiently that way.

That's because the attention of the other divisions' managers is on particular programs--on building highways and maintaining them, for example. Handling personnel and finance is really a support responsibility. When you have big programs, you just can't help but have that happen. Consider ODOT's Civil Rights Section--it's centralized and working well.

Style

I like to think I'm a team player. I've used that style in the past 25 years that I've been in management. I like managers to take on their maximum amount of responsibility with the least amount of intervention from me. However, I like to sit in, guide and mold policy. I'm the kind of person who challenges managers to think a little bigger, step out and take a little risk.

I guess it always gets down to the point where somebody has to make the hard decision, and I don't mind doing that. So I'd like to work with managers as a team where everyone participates. Occasionally I'll have to make the decision if we can't come to a consensus. But if we can come to a consensus, that's the way to make a decision.

I don't want to be involved with daily operations. I want to have time to get out and do the things I like to do and that I do best--working with the Legislature, with local governments, with the business community, with our constituents and our user groups, as well as our employees, trying to keep those groups working together.

Photo contest: May deadline

All ODOT employees who can take a picture should be able to enter the National Transportation Week photo contest.

Any type of photo measuring 3½-by-5 inches or larger relating to ODOT or to transportation in Oregon will be accepted. Entries will be judged together. The top three photos will be published in VIA.

Entry deadline is May 4.

Entries may be color or black-and-white prints, and they needn't be mounted.

Send photos to: Photo Contest, Room 140 Transportation Building, Salem 97310. Tape a card on the back of the print with your name, work address and phone. For more information, contact Andy Booz, VIA managing editor.

Central Services audit given okay

An audit of Central Services Division's statewide financial report revealed everything was in order during fiscal 1985-86, according to Lily Gille, ODOT accounting manager.

The report, conducted by the state Division of Audits, focused on financial state-

ments, an overview of federal grants and an evaluation of internal control. Also examined were the division's internal service centers, including Photocopy and Map Distribution, Word Processing, Information Systems, Photo Lab and Graphics.

14 finalists selected for annual 3-E Award

The second annual H. Scott Coulter Award for Excellence will be presented to a pair of State Highway Division employees during an April 28 awards banquet at the Black Angus Restaurant in Salem.

The 3-E Award recognizes outstanding service by measuring efficiency, economy and excellence, which have been described as "simple concepts...based on traditional Highway Division values, dating back to the early decades of this century."

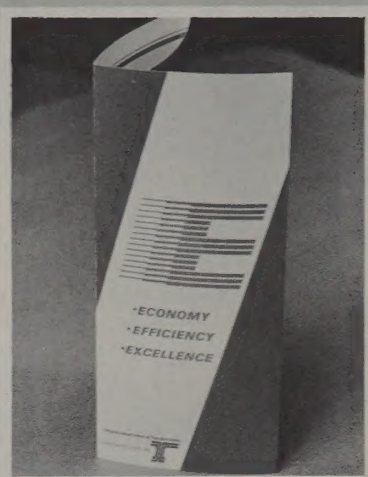
A total of 14 finalists, 10 from the field organization and four from Salem, will be recognized at the Salem event. A selection committee, comprised of State Highway Engineer Larry Rulien and Assistant State Highway Engineers Don Adams, Ed Hunter and Pat Schwartz, will select two overall winners—one management and one non-management—to receive the Coulter Award.

The banquet will begin with a 6 p.m. social hour, followed by dinner at 7 p.m. Tickets and additional information may be obtained by contacting Karen Rice in the State Highway Engineer's office, 378-6516.

The finalists from the five field regions have been selected. Finalists for the four Salem spots had not been announced at press time.

Field nonmanagement finalists include: Paul Richard Mather, assistant location manager, Region 1; Raymond Kronser, senior weighmaster, Region 2; Vern Neiswanger, assistant project manager, Region 3; Tom Garner, regional assurance specialist, Region 4; and Norman Collins, assistant bridge carpenter, Region 5.

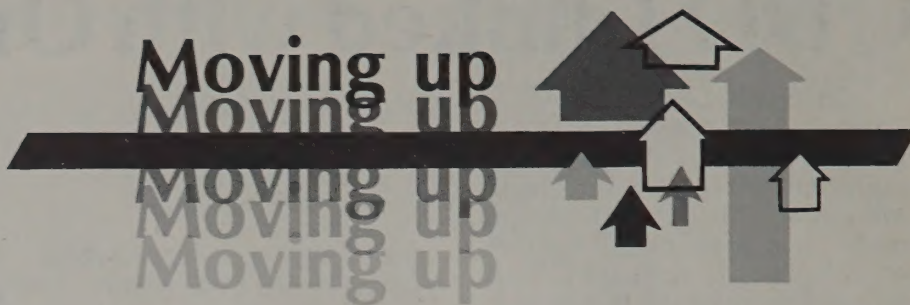
Field management finalists are: Horace King, highway



maintenance supervisor, Region 1; Don Ferris, carpenter foreman, Region 2; Marty Havig, district maintenance supervisor, Region 3; Tom Schuft, location project supervisor, Region 4; and Mike Eden, district bridge supervisor, Region 5.

The Salem nominees for the two available nonmanagement finalist positions are: Marilyn McHugh, damage claims coordinator, Maintenance Section; Phil Rabb, senior structural design engineer, Bridge; Neil Charles Walker, aggregate group leader, Materials; Gary E. Zehner, urban programs coordinator, Program; Dave Ring-eisen, planner II, Planning; Del Huntington, bikeway specialist, Road Design; and Gene Olson, senior agent, Right of Way.

Nominees for the two Salem management finalist positions are: Robert W. Kuenzli, equipment and services superintendent, Maintenance; Herm Mitzel, administrative services manager, Materials; Leon Brock, federal aid coordinator, Program; Duane O. Christensen, road design engineer, Road Design; and Roger Hansen, appraisal supervisor, Right of Way.

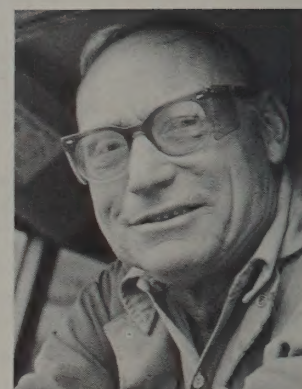


Central Services Division

Robert Bothman, deputy director to director, Salem.

Denise Eames, accounting clerk 2 to accountant 2, Salem.

Susan Harchenko, fiscal manager B to fiscal manager C, Salem.



Donald Gossel
HMW 3
Drain

Highway Division

Thomas Boylan, highway maintenance worker (HMW) 2 to highway maintenance supervisor (HMS) A, Eugene.

Marian Chewning, HMW 4 to highway maintenance foreman (HMF) 1, Albany.

Larry Cox, HMW 3 to HMW 4, Portland.

James Dougherty, engineering technician (ET) 1 to highway engineer (HE) 1, Beaverton.

Martin Ebner, HE 1 to HE 2, Portland.

Kelly Faville, HMW 2 to carpenter, Salem.

Constantino Gamolo, ET 2 to ET 3, Salem.

Courtney Gatlin, highway shop supervisor to highway shop superintendant, Salem.

Donald Gossel, HMW 2 to HMW 3, Drain.

Jean Hook, HMW 4 to HMF 2, Coquille.

Larry Lewter, HE 1 to HE 2, Hermiston.

Loren Link, senior heavy equipment mechanic to highway shop supervisor, Salem.

John Lucas, HE 2 to HE 3, Salem.

John Meranda, ET 2 to HE 1, Salem.

Ault Moore, HMF 1 to HMS B, Sandy.

Sharon Parrish, clerical assistant to secretary, Roseburg.

Thomas Pierce, ET 2 to HE 1, Medford.

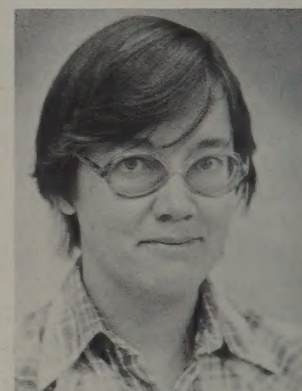
Mary Stesney, ET 1 to HE 1, Salem.

David Tebeau, engineering aide (EA) to ET 1, Portland.

Steven Trautman, HMW 2 to HMW 3, Central Point.

Jeannie Wixon, EA to ET 1, Portland.

James Yost, senior heavy equipment mechanic to highway shop supervisor, Salem.



Mary Stesney
HE 1
Salem



Larry Lewter
HE 2
Hermiston

Motor Vehicles Division

Debra Bohm, data entry operator to clerical specialist, Salem.

Margaret Cook, motor vehicle representative (MVR) 1, Salem, to MVR 2, Woodburn.

John Diehnell, MVR 1, Gladstone, to MVR 2, Beaverton.

Laurie Espinoza, MVR 1 to MVR 2, Beaverton.

Angel Tubbs, data entry operator to clerical specialist, Salem.

Retirements

Robert Bailey, Highway engineering technician 1, Metro Region, Portland, retired in March after 33 years of service.

Dale Bennett, weighmaster supervisor, Weighmaster Section, Salem, will retire in April after 31 years of service.

Arthur Brummitt, supervising highway engineer C, Road Design Section, Specifications Unit, Salem, retired in March after 36 years of service.

William Cranford, supervising highway engineer D, Program Section, Salem, retired in March after 27 years of service.

Fred Eriksen, supervising highway engineer C, Road Design Section, Salem, retired in March after 39 years of service.

Nevada Kilian, DMV motor vehicles representative 2, Bend, retired in March after 21-plus years of service.

Lawrence McFall, highway maintenance foreman 1, District 11, Silver Lake, retired in March after 17 years of service.

Donald Trout, program executive D, Program Section, Salem, retired in March after 35 years of service.

Retired ODOT employees are asked to stop at headquarters, call 378-6546, or send summaries of recent activities to: VIA Editor, Public Affairs, 140 Transportation Building, Salem, OR 97310.

Safety awards

Eugene Maintenance; Donald Wilson, supervisor; 50,000 hours.

Bend Equipment Shops; Roy Landis, supervisor; 50,000 hours.

Coos Bay Weighmasters; Gene Darr, supervisor; three years.

District 3 Office Crew; John Gunter, supervisor; 250,000 hours.

Remembering

Richard Berger, park ranger 1, Beachside State Park, Waldport, died March 10 after 17 years of service. Berger, who was 76, retired in 1975.

Charles Flanagan, highway maintenance foreman 3, Highway Division, Portland, died Jan. 19 after 24 years of service. Flanagan, who was 82, retired in 1970.

William Ikola, highway engineer 4, Construction Section, Highway Division, Roseburg, died Jan. 22 after 22 years of service. Ikola, who was 56, left the department in 1975.

Region 2 Extra Gang; Bruce Fochtman, supervisor; 50,000 hours.

District 8 Maintenance; Blonson Neavoll, supervisor; 150,000 hours.

Region 4 Office Crew; Dale Allen, supervisor; 200,000 hours.

District 11 Sign-Electrical Crew; Dale Taylor, supervisor; three years.

Beaverton Engineering Crew; Robert Heard, supervisor; 200,000 hours.

Corvallis Engineering Crew; Al Vohland, supervisor; 300,000 hours.

Salem Engineering Crew; Bill Piette, supervisor; 400,000 hours.

Portland Materials Crew; D. Wackerbarth, supervisor; 50,000 hours.

Bend Engineering Crew; Jerry Thackery, supervisor; 200,000 hours.

Region 4 Parks Office Crew; Gerald Lucas, supervisor; 12 years.

On the job with Eldon Everton



By Andy Booz
Managing Editor

Eldon Everton wasn't "cut out to be an accountant. It just doesn't fit my personality."

Everton acquired an early appreciation for doing things that produce visible results, for assuming responsibility--and for working outdoors.

That's what drew him into engineering. Before leaving high school, he knew he wanted to pursue the field. And now, nearly four decades later, he says he wouldn't stray from what he does if given the chance.

In his office overlooking the Astoria Bridge, he considers what keeps him interested in his job as district maintenance supervisor for nearly 280 miles of highway.

"This is the one job where you're dealing with the people who make decisions--from the state highway engineer to the truck driver, ditch digger or snow plow driver. You've got an opportunity to see, know and appreciate what they're doing."

Call it hands-on experience. He's been learning by doing his entire life, at every possible opportunity.

"It's become much more important for people in my position to look for, analyze and think about ways to do things differently."

Everton joined a Grants Pass engineering crew for a summer at the age of 16. Between semesters at Oregon State University's School of Engineering, he surveyed for power lines with a private consulting firm.

He learned of the Highway Department through a fraternity roommate whose father, Ivan Merchant, was then state bridge engineer. He told Everton to come and see him if he ever needed a job. So he did.

"Ivan practically carried me into the personnel office," he said. "I

took the engineering exam and Ivan told me to go to work."

Everton began work as structural inspector in a three-person bridge crew, where he was handed all engineering responsibilities for three bridges in the Grants Pass area.

From there he worked from Brookings to Gold Beach, and in Medford and Roseburg.

More accountable

Since he started working for the Highway Department in 1955, he says it has become more accountable to the public, to local governments and to other state agencies.

"With the old Highway Department, decisions were made by engineers who knew what had to be done for highways. Now we are less autonomous and more accountable to the public," he says.

"The local people--the media,

particularly--perceive the Astoria office as the Highway Division, not Salem. George Baldwin, who was director in the early '70s, told us to get out there and meet those people, to call the media, answer their questions and don't be afraid to make a mistake. The only person who's not going to make a mistake is the person who doesn't answer a question."

He says being accountable also means managing employees and an operating budget creatively. "It's become much more important for people in my position to look for, analyze and think about ways to do things differently."

Recently, for example, he cut staff and saved taxpayers money by eliminating the 9 p.m. to 5 a.m. shift for drawbridge operators. He recognized a decrease in bridge openings, and consulted with tugboat companies and other bridge

users, took advantage of staff retirements and reassigned some employees.

As manager of 62 people, Everton considers his greatest satisfaction getting work done, year after year, within his budget, without labor disputes, problems with manpower or accidents.

"I've had years when it's been impossible to stay within the budget, and almost always it's been because of weather." Slides are a major headache for him, and the problem is worsened by a slide-prone earth foundation and a 60-inch annual rainfall.

"After a severe storm, you may think you've got it pretty much under control when three or four more situations develop. The hours may be extremely long--up to 16 hours a day and into the weekend sometimes. You may have things planned with your family that go out the window."

Time off

When he manages to get some time for himself, he divides it between his three children, his wife--and the golf course. When his children were growing up, his family would play golf together almost every Sunday afternoon.

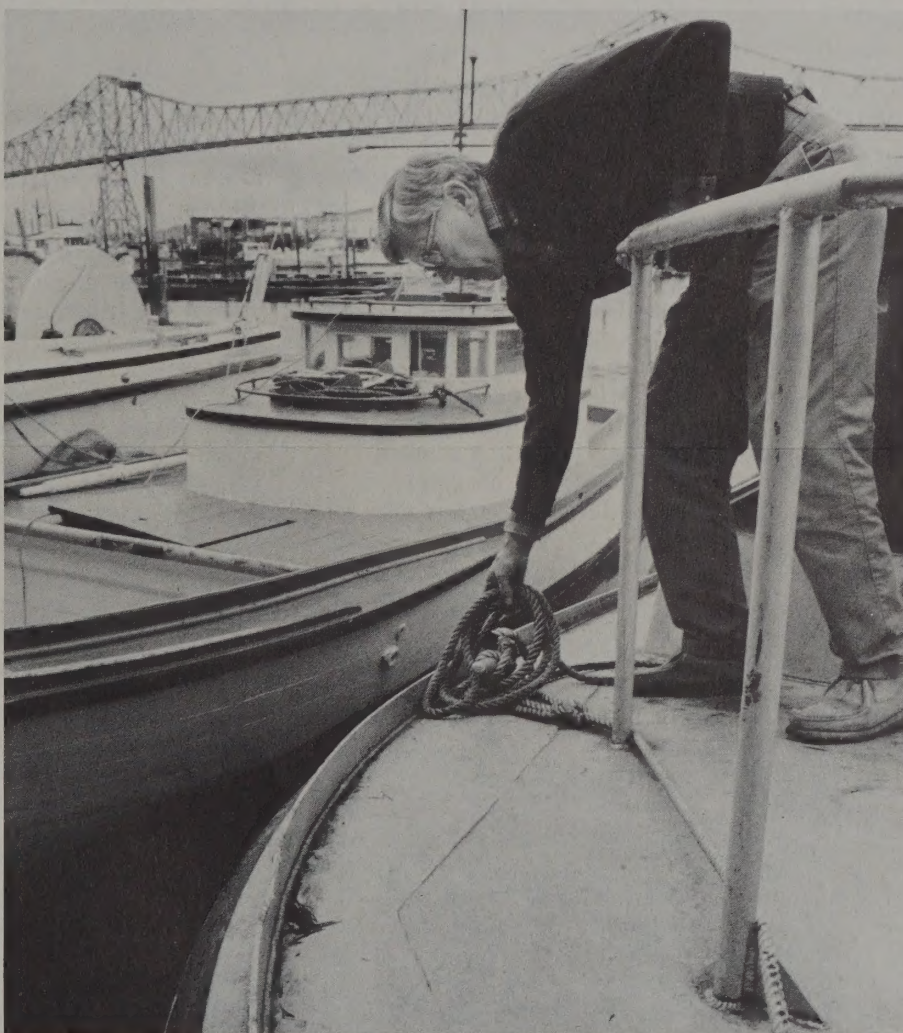
He remembers it as a chance not just to practice his strokes. It was a time to talk. "Some of the best conversations I've had with my kids have been on the golf course," he says.

On the job or off, Everton stays busy. But he wouldn't have it any other way. And, if given the choice, he wouldn't change things.

"I say that, no matter where you go, wherever you look, you can find something bad. But if you try to concentrate on the good aspects and downplay the bad, you'll be a lot happier no matter where you are."

"In my job, the kind of thing that excites me the most is also the kind of thing that frustrates me the most. When everything is falling apart and you're losing sections of road, you start to wonder what's going to go next."

"And yet, when the highway's back together and operating again, it's a great feeling."



AT WORK--Eldon Everton, district maintenance supervisor, unties a bow line of a Highway Division boat at the Port of Astoria.

Retirees report

Shirley Doerfler, Salem, retired clerical specialist, Bridge Section, 1984.

Shirley and her husband, Lawrence, encountered health problems shortly after they retired, and haven't been able to pursue their retirement plans as quickly as they would have liked.

"We hope to bowl and dance--do the things we used to do," Shirley says. That may be a while, though, while Lawrence recovers from a recent hip surgery.

Until then, they plan to stay close

to home, to paint the interior and keep things in order. "That's so, if we get a chance to get away, why we'll be ready," Shirley says.

In the meanwhile, she keeps "on the run," visits friends and does errands.

Clifford Page, Jefferson, retired bridge designer, Bridge Design Section, 1985.

As soon as he left ODOT, Clifford went back to work.

He worked an extra 600 hours past his retirement date at ODOT, then returned home to his 23-acre ranch. He spent some time raising his 14 head of Angus/Holstein cattle and clearing brush on his land.

Then he got another job.

Last November, he joined a con-

sulting engineering firm in Woodburn, where he began working part time. Soon, his position expanded to fill 40 hours a week.

"I didn't really intend to do it," he says. But now that he's a practicing engineer again, he's learned new skills, such as working on the computerized-aided design and drafting system.

Dale VanLaanen, Middle Grove, retired shop superintendent, Sign Shop, 1986.

Dale describes himself as a "fix-it fella"--a general handyman with an expanding lists of chores.

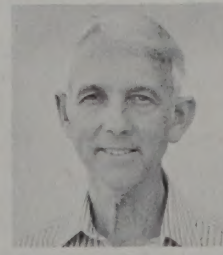
He keeps "pretty busy" on his 14 acres of land in the community of Middle Grove, where he has most recently been cleaning up fence

roads and clearing away timber.

Since he retired last summer, he has been able to do the chores he had been postponing, such as cleaning out and organizing his workshop.

That's in addition to doing the smaller jobs around the house--the one he built himself.

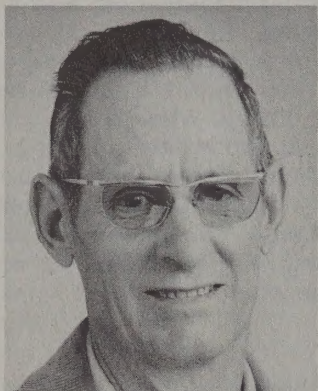
His love for fishing also has kept him active. Dale and his brother-in-law just returned from a steelhead trip on the Nestucca River. He talks fondly of the trip, although he notes neither of them landed a fish.



CANDID COMMENTS

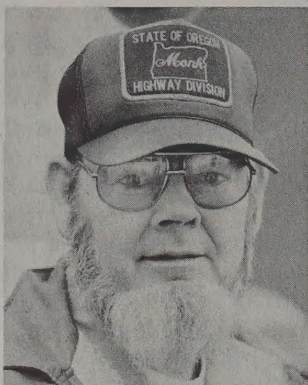
What motivates
you most in your job?

**Roy Critchlow, HWY
Highway Maintenance
Worker 2
Mitchell
Maintenance Crew**



Roy Critchlow

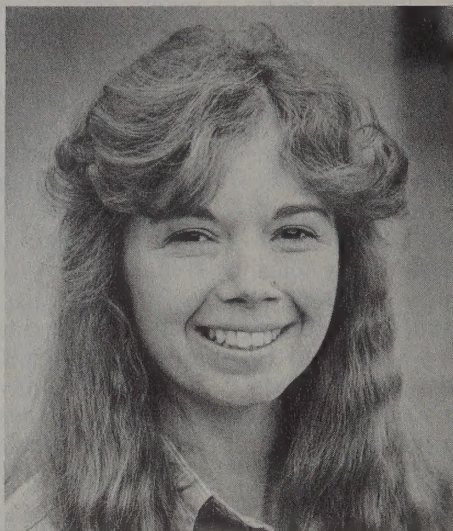
The things that motivate me are seeing the highways in good condition and maintaining them as cheaply as possible.



**Ken Broadwell, HWY
Highway Maintenance
Supervisor B
Region 2, Salem**

Ken Broadwell

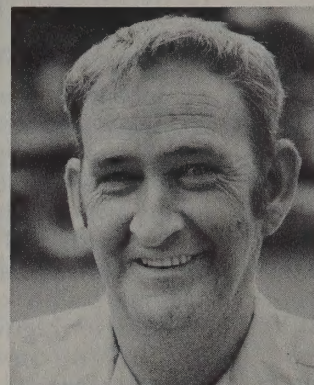
I'm on the traveling crew, and I enjoy getting out in the public and setting an example. Just recently, I've run into a lot of people who seem to be in trouble--who run out of gas and that sort of thing. Yes, I like my job and the people I work with all right.



**Sandy Heuberger, HWY
Engineering Technician 1
Materials Section, Salem**

Sandy Heuberger

What motivates me most is knowing that the work done here is essential to the development and maintenance of a quality road system throughout the state. The people I work with are great, and I am looking forward to working in the new Materials Testing Lab.



**Dave Mallon, PARKS
Park Ranger 2
Wallowa State Park**

Dave Mallon

Up here, it's the freedom of working and of planning the stages of this operation. That's what keeps me going. In the long-term, I really enjoy training other employees, and so I'm considering moving into management. Generally speaking, I like to start things from scratch and have them come together in the end.

**Jo Ellen Simon, DMV
Technical Supervisor
S.W. Region Office,
Grants Pass**



Jo Ellen Simon

I guess what motivates me is the people who count on me to do my job--my fellow workers. Because whatever I do, I look to do the best I can. I know they're counting on me. The way I do my job affects the whole division.



**Kevin Price, PARKS
Park Manager A
Champoeg State Park**

**Nels Osterholme, HWY
District 1
Office Manager
Astoria**

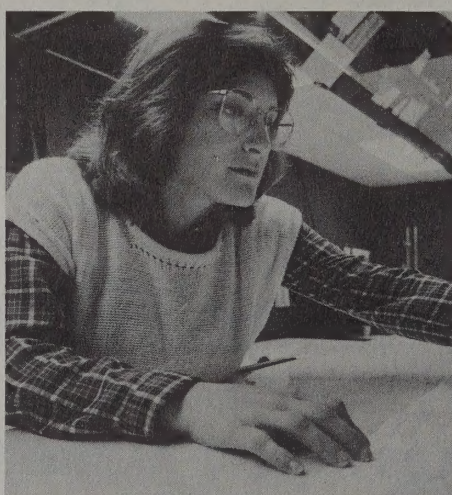


Kevin Price

What motivates me most is seeing the satisfaction the public gets from coming out to see Oregon's parks. I like to keep them up to a standard that people can enjoy.

Nels Osterholme

Because my job is a new challenge every day, I never get bored, and, to me, that's a motivation. I'm constantly learning, and working with the public keeps me busy.

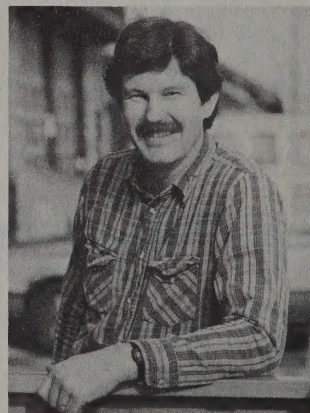


**Nancy Manning, CS
Assistant Photocopyist Foreman
Photocopy and Map Distribution,
Salem**

Nancy Manning

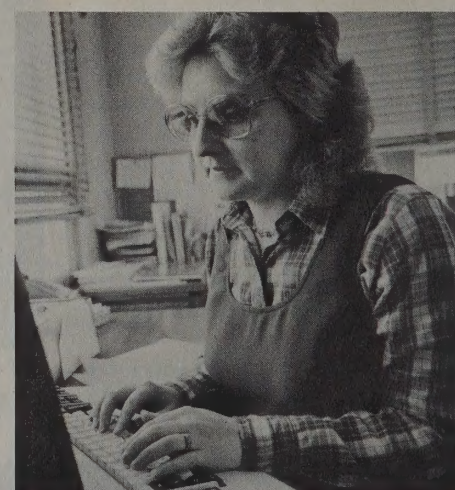
It seems people don't get enough recognition for their efforts, no matter how good they are. Because I enjoy my work, that's my biggest motivation. ODOT has a lot of interesting people to work with, and so that makes my job fun, too.

**Rich Scanlan, HWY
Maintenance Repair
Worker 2
Carpenter Crew,
Milwaukie**



Rich Scanlan

Virtually all the work done by our crew is for other Highway Division employees. Their friendliness and appreciation, together with the knowledge that my work helps them to be more efficient, are the greatest motivations in my job.



**Nancy Sathrum, AERO
Assistant to Fiscal Manager
Salem**

Nancy Sathrum

Two things--my supervisor and pride in my work--are my greatest motivating factors in my job. Working in a small agency is an excellent training opportunity, and my supervisor is always willing and available to teach me. I believe that an efficient manager should motivate you to do your best.